

Character Education

§ 115C-81.60. Character education.

(a) Each local board of education shall develop and implement character education instruction with input from the local community. The instruction shall be incorporated into the standard curriculum and should address the following traits:

- (1) **Courage.** – Having the determination to do the right thing even when others don't and the strength to follow your conscience rather than the crowd; and attempting difficult things that are worthwhile.
- (2) **Good judgment.** – Choosing worthy goals and setting proper priorities; thinking through the consequences of your actions; and basing decisions on practical wisdom and good sense.
- (3) **Integrity.** – Having the inner strength to be truthful, trustworthy, and honest in all things; acting justly and honorably.
- (4) **Kindness.** – Being considerate, courteous, helpful, and understanding of others; showing care, compassion, friendship, and generosity; and treating others as you would like to be treated.
- (5) **Perseverance.** – Being persistent in the pursuit of worthy objectives in spite of difficulty, opposition, or discouragement; and exhibiting patience and having the fortitude to try again when confronted with delays, mistakes, or failures.
- (6) **Respect.** – Showing high regard for authority, for other people, for self, for property, and for country; and understanding that all people have value as human beings.
- (7) **Responsibility.** – Being dependable in carrying out obligations and duties; showing reliability and consistency in words and conduct; being accountable for your own actions; and being committed to active involvement in your community.
- (8) **Self-discipline.** – Demonstrating hard work and commitment to purpose; regulating yourself for improvement and restraining from inappropriate behaviors; being in proper control of your words, actions, impulses, and desires; choosing abstinence from premarital sex, drugs, alcohol, and other harmful substances and behaviors; and doing your best in all situations.

- [https://www.ncleg.gov/EnactedLegislation/Statutes/PDF/BySection/Chapter 115C/GS 115C-81.60.pdf](https://www.ncleg.gov/EnactedLegislation/Statutes/PDF/BySection/Chapter_115C/GS_115C-81.60.pdf)

Cause of Overpayment

Salaries

May 5, 2023 Public Records Request = \$37K

Greene, Carme L.	CERT10	302	Federal	55,700.00	537,200.00	1.00	1.00
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July 26, 2023 Public Records Request FY2022-2023 Salary Report~ \$57K

Newland Elementary

Greene, Carme L.	2222-08-08	CERT10	100 Teacher	3 5 15 187	121,326.000.00	5	11,100.00
		SALDIFF 10	100 Local Salary Differential	3 5 10 000	167,326.000.00	5	6,360.00

Avery High

Greene, Carme L.	2022-08-08	CERT10	46 Instructional Support I reg ac 1	5839.000.00	131,000.000.00	5	16,158.48
			54 Instructional Support I reg ac 8	5839.000.00	131,000.000.00	5	21,318.32

Aug 25, 2023 FY2024 Total Compensation To Date Report: \$5,800

Greene, Carme L.					55,820.00		55,820.00
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- **Question:** Based on the information provided, there appears to be a discrepancy in salary amount in FY23 and based on the FY24 actuals, is on track to make \$58K/annually (~\$20K more than the Salary schedule). What is the cause?

- The base salary for Ms. Greene for 2023-24 is \$39,840.
 - The local supplement is 3% of \$39,840 or \$1195.20.
 - Based on guidance from NCDPI, her salary was adjusted in November 2023 to \$3,984 per month.
- Based on the information provided, it appears that the pay for the Chairman's spouse was reduced in November to the appropriate rate. The cause of the pay rate discrepancy communicated to the Commission and via Public Data Requests does not appear to be addressed.

Status of Overpayment

Salaries

▪ May 5, 2023 Public Records Request = \$37K

Greene, Carole L.	CERT10	302	Federal	\$5,700.00	\$37,200.00	1.00	1.00
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▪ July 26, 2023 Public Records Request FY2022-2023

Salary Report~ \$57K

▪ Newland Elementary

Greene, Carole L.	2022-08-08	CERT10	100 Teacher	3.5% 15.18%	101,328.000.00	\$	11,100.00
		SALOFF 10	100 Local Salary Difference	2.5% 10.00%	167,328.000.00	\$	6,360.00

▪ Avery High

Greene, Carole L.	2022-08-08	CERT11	46 Instructional Support	1 reg ss 1.5833 000	131,000.000.00	\$	16,158.40
			54 Instructional Support	1 reg ss 2.5833 865	131,000.000.00	\$	21,318.32

▪ Aug 25, 2023 FY2024 Total Compensation To Date

Report: \$5,800

Greene, Carole L.					\$5,810.00		\$5,810.00
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▪ **Question:** Based on the information provided, there appears to be a discrepancy in salary amount in FY23 and based on the FY24 actuals, is on track to make \$58K/annually (~\$20K more than the Salary schedule). What is the cause?

- The base salary for Ms. Greene for 2023-24 is \$39,840.
 - The local supplement is 3% of \$39,840 or \$1195.20.
 - Based on guidance from NCDPI, her salary was adjusted in November 2023 to \$3,984 per month.
- Based on the information provided, it appears that it does not address the previous years pay rate or how the overpayment from Aug – Oct 2023 was not addressed. How/Will the overpayment be addressed?

Payment Breakdown

Full Name	Fund	Standard Payline Gross	Yearly Salary
Greene Carrie, L	2	\$ 2,120.00	\$ 21,200.00
	3	\$ 3,700.00	\$ 37,000.00
Grand Total		\$ 5,820.00	\$ 58,200.00

Greene, Carrie L	2022-08-08	CERT10	100	Teacher	3.5110.181	21,328,000.00	\$ 11,100.00
		SALDIFF-10	100	Local Salary Differential	2.5110.001	87,328,000.00	\$ 6,360.00

Greene, Carrie L	2022-08-08	CERT11	46	Instructional Support I reg sc	1.5830.069	131,000,000.00	\$ 18,158.46
			54	Instructional Support I reg sc	8.5830.505	131,000,000.00	\$ 21,316.32

- Based on the information provided and NC DPI chart of accounts, it appears that in FY23, salary funding was sourced from Local (2.XX at \$6,360), State (1.XX at \$18,158.46), **Federal(3.XX \$11,100)** and Other Specific Revenue(8.XX at \$21,316.32) and in FY24, salary was sourced from Local (2) and Federal (3).

Questions

Cause of Overpayment

- What was the cause of the discrepancies in the salary reports for the Commissioners and via other Public Data Requests for FY23?

Status of Overpayment

- When will the overpayment of the Chairman's wife salary be returned? Please explain the process of how it will be addressed in the different funding sources for both FY23 and FY24.

Retaliation Policy

To be protected by this policy, employees who report violations or suspected violations must be **acting in good faith based on a reasonable belief** that the reported information represents an unlawful activity, policy, or practice. The protection extends to those employees whose allegations are made in good faith but prove to be mistaken. Further, except as otherwise required by law, the provisions of this policy apply only to those situations in which an employee brings the alleged unlawful activity, policy or practice to the attention of school officials or the board and provides school officials or the board with a reasonable opportunity to investigate and correct the alleged unlawful activity. If necessary, school officials or the board may specify reasonable steps to protect the complaining employee from reprisal.

The board reserves the right to discipline employees who know or have reason to believe that the report is inaccurate.

Avery County Schools Policy Code: 1760/7280

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- Based on the information provided, it appears the board reserves the right to discipline based on a report. Can you clarify the statement as it could be interpreted that if someone reports in “good faith”, the board may discipline them.

BOE Requests

- Live Stream/YouTube the Board of Education meetings
 - Allows more community participation and involvement
 - Reduces chance of misinformation
 - Adds additional level of transparency not present in the meeting minutes
- Elaborate on changes in the policies that are being approved in public meetings and the rationale
- Ensure the adherence to policies and statutes to reduce risk of the misconception of impropriety/conflict by documenting in meeting minutes
- Provide clarity via a Q&A session with HR Director on the retaliation policy